

5. Policy for remuneration of president of the national board

This policy clarifies the grounds for remuneration within the Swedish Red Cross Youth.

Reasons for remuneration

The president is ultimately responsible for the Swedish Red Cross Youth's national operation. The president is elected by the organization's members during the general assembly and leads the organization's and national board's work between the annual general assemblies. This assignment is judged to be so extensive that it requires a person to have it as their main occupation. The president is expected to waive income from other gainful employment and put the interests of the Swedish Red Cross Youth first. As compensation, the president therefore receives a fee.

The purpose of remunerating the president of the national board is to provide personnel resources to the Swedish Red Cross Youth. With a president who has the time and opportunity to be in contact with local associations and members, the Swedish Red Cross Youth ensures a strong ideological presence and a strategic link between the members' will and the work of the national board. Due to its scope and requirements, the assignment as president of the national board is paid full-time. The assignment can therefore not be directly compared with other positions of trust or volunteers within the organization.

Decisions on fees

The general assembly decides on the remuneration of the president of the national board and the framework for the remuneration is based on proposals from the national board or from one or more members. The proposal for the level of remuneration is included in the proposal for policy piles that the national board submits to the general assembly.

Fee level

The remuneration shall be in relation to the responsibilities and requirements that the assignment as president of the national board entails. The general assembly has decided on an annual fee of 8 price base amounts, of which one twelfth is paid every month. With the price base amount in 2022, this means a fee to the president of the national board equaling SEK 32,200 per month before tax. Income tax is deducted from the fee according to the current tax table. Remuneration is not covered by legislation on working hours, job security or collective bargaining agreements.

To ensure predictability for the individual who receives the fee, the fee development must not be negative. The fee level is therefore not adjusted downwards if the price base amount changes negatively, but the fee then remains at the previous higher level. The level of remuneration remains the same even if the tasks and responsibilities of the president of the national board change temporarily, for example if the president needs to step into the role of the general secretary.

If the chairman resigns or is removed

If the president of the national board is dismissed by the general assembly during their term of office, a three-month fee is paid from the time a dismissal has been decision upon. The president will then receive a fee at the already applicable fee level during these three months. If the president chooses to resign before the end of the term of office, the fee is withheld with immediate effect from the day when the president's resignation takes effect.

If the General assembly lowers the fee

If the general assembly reduces the president of the national board's fee by more than 15 per cent during the current term of office, or in the event of a re-election, the chairman will continue to receive a fee at the previous higher level for a transitional period of three months. The purpose of this is to give the president the opportunity to make the necessary adjustments to support themselves financially.

Postpaid fees

When the president of the national board resigns after the regular term of office, there is the possibility of compensation in the form of a post-employment fee corresponding to a maximum of 80 percent of the two-month fee. The compensation cannot be paid to a president who terminates their assignment prematurely.

To receive the compensation, the outgoing president must:

- Register as a jobseeker with the Swedish Public Employment Service.
- No later than 30 days after completing the assignment, present a copy of their action plan from the Swedish Public Employment Service to the national board. If the resigning president according to the action plan from the Swedish Public Employment Service applies for a part-time job, the remuneration will be 80% of the corresponding part-time job.

After the national board has approved payment of the compensation, the sum is paid out in two installments over the next two months with half of the total amount on each occasion. If the conditions change, for example that the outgoing president gets a new job or starts studying between payments, the outgoing president is responsible for notifying the national board that this has happened and if necessary, waive compensation.

If the outgoing president does not present an action plan from the Public Employment Service to the union board within 30 days after the end of the term of office, the outgoing president is considered to have waived the possibility of receiving post-employment benefits.

Remuneration of others in the national board

If the president is absent, for example due to sick leave, the national board can remunerate firstly the vice chairman and secondly another member to perform the president's duties. A decision on remuneration of members of the national board other than the president shall be made by the national board and recorded in the meeting minutes. The remuneration may not exceed the decided framework of the general assembly and must be in proportion to the estimated time scope for the tasks delegated to the person.

Members of the National board may therefore only be remunerated if there are special reasons for this. The National board will also present these reasons at the next general assembly.

Other routines and conditions for presidents of the national board

The National board is responsible for establishing and reviewing other routines and guidelines that apply to the president's remuneration. A more detailed description of the president's assignment is available on www.rkuf.se.